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26 March 1963

**MEMORANDUM FOR:** Assistant Director for ELINT  
Assistant Director for Special Activities  
Acting Assistant Director for Research and  
Development

**SUBJECT:** Recruitment

1. The American Institute of Physics is holding a national convention at the Sheraton Park in Washington from 22 to 25 April. The Office of Personnel is willing to set up any arrangements as might think appropriate in the interest of trying to recruit during this conference. The purpose of this memorandum is to solicit your thoughts and desires relative to this possibility.

2. In recent years I have become very pessimistic about the effectiveness of recruiting through either classified ads or on the scene of conferences. In fact, expressions from industry and government alike have shown that these techniques which have been practiced vigorously since World War II have become less and less fruitful and everyone has been looking for new and better approaches. At this point, however, I have some reason to believe that a trend in our favor may have started within the last month or so. Ads for S&T people have been bringing noticeably better results. This experience has been shared by several other agencies besides ourselves. As a result we are now preparing some ads to run in selected magazines which a survey of the reading habits of scientists and engineers would indicate are the most widely read. Further, there has been an impressive number of cases where quite outstanding people have demonstrated an interest and desire to come into the government service.

3. It is my impression that there has been a distinct improvement in the image of the government service at least as it applies to scientists and engineers. In all probability

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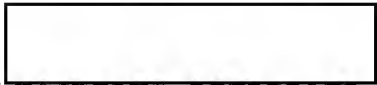
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the recent salary adjustments and reports attendant thereto have helped in this respect. Therefore, in the face of these recent indications which I am hopefully thinking will become a trend, it further occurs to me that perhaps the conference circuit may once again, at least at this particular time, have potential. In view of the uneasiness that seems to exist within private industry where permanency of employment is uncertain and more and more worry is heard about the health of the economy, coupled with the rising prestige of government employment, it occurs to me that there may in fact be a number of people coming to this conference from various parts of the country with the express thought that while in Washington they might see what the government has to offer.

4. I fully recognize that I may be reading some hopeful indication into recent incidents which may in fact be only isolated and unrelated happenings, but nonetheless I have an intuitive feeling that this Physics Conference in late April might be fruitful. We can do such things as set up a stand, engage a private room for interviews, leave posters/brochures around with instructions as to where to go, etc. In addition we could be prepared to have one or more carefully selected representatives from our own ranks be on hand with the Office of Personnel recruiter.


5. I would appreciate knowing your reaction and thoughts on this idea and suggest that we be prepared to discuss at our next Staff Meeting.

STATINTL

  
Executive Assistant  
Deputy Director (Research)

cc: DD/E  
ADD/E  
Mr. Asher  


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DDR:  bb (28 Mar 63)